

DDA Registry  
File Personnel 15

DD/A 74-4978

18 December 1974

MEMORANDUM FOR: Director of Central Intelligence

Sir:

[ ] of OTR, in an effort to recruit blacks for our Career Training Program, met with Mr. Christopher F. Edley, Executive Director, United Negro College Fund, Inc. Upon hearing of the wide range of career opportunities in the Agency, Mr. Edley felt that there was an identifiable and growing group of college-educated blacks who would be interested in a career in foreign affairs and specifically in intelligence. Mr. Edley indicated that he would do all he could to bring the knowledge of CIA to the black community. He volunteered that at the next appropriate meeting of the UNCF presidents he would mention the career opportunities offered by the Agency. He said, however, that he was pessimistic about the practical value to the Agency of such an effort. He commented very candidly that it was his impression that all the UNCF presidents would be loath to promote the career opportunities in the Agency in the face of the pressures on them to add to their faculties the same quality of black professionals who might qualify for CIA employment. When Mr. [ ] mentioned that a number of UNCF faculty members had participated in the "A Day at CIA" program, Mr. Edley expressed strong approval of this program, commenting that this was a much more effective approach than one which would involve the black college presidents, such as he offered to try.

/s/ JOHN N. McMAHON

John N. McMahon  
Associate Deputy Director  
for  
Administration

cc: D/Pers  
D/EEQ

ADD/A:JNMcMahon:kmg (18 Dec 74)

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DTR-1110

10 December 1974

MEMORANDUM FOR THE RECORD

SUBJECT: Contact with Mr. Christopher F. Edley,  
Executive Director, United Negro College  
Fund, Inc. (UNCF)

1. The contact with Mr. Edley was arranged by Mr. Chauncey L. Waddell, who had previously scheduled my meeting with Mr. Vernon Jordan, Executive Director of the National Urban League, Inc. (see memo dated 22 Nov. 1974). Our meeting took place on 3 December 1974 at the headquarters of the UNCF at 55 E. 52nd St., New York City, a building which is jointly owned and occupied by the UNCF and the Urban League.

2. Like Mr. Jordan before him, Mr. Edley responded to my presentation of the various functions performed by the Agency (and thus the range of career opportunities) by saying that he felt that there was an identifiable and growing group of college-educated (including graduate level) blacks who would be interested in a career in foreign affairs and specifically in intelligence if they could be made aware of the opportunities the Agency offered. He personalized his point by saying that blacks of his generation (he graduated from Howard University in 1949) were interested in foreign affairs, but were (a) unaware of how to contact foreign-oriented organizations such as CIA and (b) uncertain if they had the qualifications to compete successfully with non-minority applicants to organizations such as the Foreign Service, AID, etc. Consequently, they pursued careers with which they were familiar as opposed to foreign affairs careers about which they knew little. He feels that today's black is less hesitant about considering a career in the international field.

3. In response to my request for suggestions for spotting well-qualified black applicants for the Career Training Program and other professional positions within the Agency, Mr. Edley's response was very positive and involved both the UNCF and other organizations, as follows:

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a. He mentioned that the General Motors Corp. had recently approached the UNCF regarding carefully selected candidates for its summer intern program. As a result the UNCF was in the process of setting up selection committees at each of the 41 member colleges of the UNCF to identify graduating seniors who might be qualified for the GM program. While he anticipated that it would take three to four months to organize the committees at all 41 of the institutions, once the mechanism and procedure have been established he offered to arrange to have the same committees screen for CIA. If we choose to accept his offer it would, of course, be necessary to acquaint appropriate faculty and administrative personnel regarding our selection criteria.

b. Mr. Edley attended Harvard Law School and afterwards spent 10 years with the Ford Foundation before assuming his present position in February 1973. Based on his experience at the Ford Foundation, Mr. Edley suggested that the Agency contact Mr. Ben Peyton, a former black college president and Ph.D. holder, who heads the Foundation's program to assist blacks in acquiring their Ph.D. He felt that the blacks--both those who completed their doctoral programs plus those who dropped out at the Master's level--might be of special interest to CIA because of the rigorous screening procedures used by the Foundation and because of the liberal arts orientation of the graduate work pursued by many of these participants. Incidentally, the Foundation's program expects to turn out approximately 200 black Ph.D.s per year starting several years hence, although the program is only about half that size now.

c. He noted that Harvard Law School currently has 150 blacks among its student body of approximately 1500. Specifically he pointed out that the Harvard Law School Joint Degree Program included at least a limited number of blacks who might be attracted to a career in intelligence. (The Joint Program offers a law degree plus either a Master's in Public Affairs after four years or a Ph.D. in Public Affairs after five.) He identified Mr. Walter Leonard, a personal friend of Mr. Edley's who is an Assistant to Harvard President Dr. Derek Bok, as the key contact with respect to identifying superior black students, whether in the dual degree programs or in other Harvard programs or departments. He offered to introduce me to Mr. Leonard if the Agency were interested in this particular approach to black recruitment at Harvard.

Administrative - Internal Use Only

d. Atlanta University, which is fed by the participating UNCF colleges, offers only graduate programs, including the departments of economics, business administration, history and other disciplines of interest to the Agency. Mr. Edley cited Mr. Charles Meredith at the Atlanta University Center as a potentially useful contact regarding professional applicants in the Atlanta University complex.

e. Finally, Mr. Edley volunteered that at the next appropriate meeting of the UNCF presidents he would mention the career opportunities offered by the Agency. He said, however, that he was pessimistic about the practical value to the Agency of such an effort. He commented very candidly that it was his impression that all the UNCF presidents would be loath to promote the career opportunities in the Agency in the face of the pressures on them to add to their faculties the same quality of black professionals who might qualify for CIA employment. When I mentioned that a number of UNCF faculty members had participated in the "A Day at CIA" program, he expressed strong approval of this program, commenting that this was a much more effective approach than one which would involve the black college presidents, such as he offered to try.

4. Mr. Edley appeared to be sincerely interested in the employment opportunities offered by the Agency. While he understands that the numbers of blacks that the Agency can absorb is limited, he is prepared to cooperate in any effort aimed at placing even a few blacks in rewarding careers in the Agency.

Comment: No follow-up of any of the above suggestions made by Mr. Edley is planned or envisioned by the undersigned unless specifically requested by the Office of Personnel.

[Redacted Signature]

OTR/CTP/Program Officer

STA

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Att: DDA 74749.56

## Remarks:

1-2 I think we should send this to D/OP for formal follow-up action & provide copies to the D/EEC & DCI. There is keen interest up front & it should help out image.

FOLD HERE TO RETURN TO SENDER

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